



Policy Book

Date: December 17, 2025


Smart Energy Solutions 
José Manuel Gómez Solís
José Manuel Gómez Solís
Director General

Jose Manuel Gómez Solís

General Director

QUALITY AND ENVIRONMENTAL POLICY

Cuadros Eléctricos Nazarenos, under its commercial brand **CEN Solutions**, carries out its activities in the market of manufacturing and integrating equipment, expert maintenance, engineering, and services for unique and industrial installations in the energy, industry, transportation, water, services, communications, aerospace, and defense sectors, providing global solutions that satisfy its customers. These solutions are recognized for their high level of quality and service, based on a commitment to knowledge, continuous innovation, the development of proprietary technology, and dedication to energy efficiency and sustainable development. These solutions create value for its shareholders and employees, ensuring international growth, future projection, and profitability for their investments.

Operating in a highly competitive market, CEN's Senior Management prioritizes strategic management, customer satisfaction, quality of work, continuous innovation, and environmental protection within the framework of sustainable development. They also aim to improve the efficiency of products and services intended for customers, providing safe and reliable products and services, and optimizing related production processes. With a firm social commitment, CEN guarantees ethical behavior concerning labor, environmental concerns, respect for human rights, and transparency with internal and external stakeholders.

Thus, it commits to:

-  Communicating, disseminating, and making the quality and environmental management policy available to interested parties within CEN
-  Identifying and meeting customer requirements and expectations, thoroughly studying them, and proposing the most suitable solution from a global perspective, considering the organization's context
-  Complying with applicable legal requirements and any requirements the organization agrees to
-  Providing continuous support to customers, anticipating their problems, efficiently solving them, and addressing possible complaints and claims
-  Establishing, documenting, implementing, maintaining, and continuously improving an integrated management system that complies with standards UNE-EN-ISO 9001:2015, UNE-EN-ISO 14001:2015, UNE 73401:1995, and ASME-NQA 01:2015, as well as any laws, regulations, or standards applicable to assigned tasks, especially those related to customer satisfaction, environmental protection, conservation of natural resources, efficient use of energy, new product and service design, and production process improvement
-  Protecting the environment, including pollution prevention and any other specific commitments arising from CEN's internal activities or those foreseeable during service execution, especially regarding the systematic reduction of generated waste, encouraging recycling or reuse
-  Promoting a sense of responsibility among employees concerning customer service, the quality of their work, and concern for the environment
-  Training and raising awareness among staff at all levels, establishing appropriate channels of communication and participation among all members of the organization
-  Controlling and evaluating the continuous improvement of quality and environmental performance
-  Encouraging the development of R&D&I projects aimed at improving productivity, adapting, and making processes flexible to constant technological changes, ensuring the internal creativity and motivation of employees
-  Providing the necessary technical and human resources to achieve these commitments
-  Establishing documented objectives aligned with process efficiency improvement, customer satisfaction, risk management, environmental impact control, and social well-being, and reviewing their degree of compliance
-  Reviewing the context, stakeholder expectations, policy, and strategic plan annually to ensure alignment with CEN's purposes

Through this policy, **CEN** aims to increase its competitiveness, earn the trust of its clients and stakeholders, foster a sense of satisfaction among employees for being part of the organization and for the quality of work done, and contribute to improving social and environmental conditions for society at large.

PREVENTIVE POLICY

Cuadros Eléctricos Nazarenos, under its commercial brand **CEN Solutions**, integrates as one of its essential goals the promotion, enhancement, and maintenance of policies regarding risk prevention and occupational health at the highest levels of worker protection, fully in line with current legislation and client commitments in this area.

This policy, whose main objective is to ensure the protection of workers' safety and health, must be communicated throughout the organization and individually adopted by each employee as a task of continuous improvement, based on the following **CEN Solutions'** BASIC PRINCIPLES of Safety:

-  Commit to achieving a high level of Occupational Health and Safety, exceeding the minimum requirements of current legislation
-  Risk Prevention, as a general practice within the company, will be integrated into its activities and decision-making processes
-  Responsibility for managing occupational risk prevention is a management function to be carried out at all levels of the hierarchical line with the same dedication and commitment applied to other activities
-  Risk prevention is a core component of business activity, aligned with other human resources policies, and treated with the same importance as other functions within the company
-  Guarantee the consultation and participation of workers, as well as provide the theoretical and practical information and training needed on all issues related to occupational risk prevention

The Management of **CEN Solutions**, fully identified with these Basic Principles and aware of its responsibility, seeks to convey a clear message of unconditional support to all employees, making **SAFETY** an integral part of their daily activities. **The CEN Solutions Occupational Risk Prevention Plan**, which contains these Principles and the Procedures that implement them, is mandatory and must be complied with.

HUMAN RESOURCES POLICY AND PROCEDURES

Cuadros Eléctricos Nazarenos, under its commercial brand **CEN Solutions**, operates in the market of equipment manufacturing, expert maintenance, and industrial installations in the energy, industry, transportation, services, and communications sectors.

With the mission of providing global solutions that satisfy our clients and identify us by the high level of quality and service offered, all while creating value for our shareholders and employees, ensuring our international projection, future sustainability, and profitability of our investments.

And with the vision of being recognized as a national leader and a global benchmark in the manufacturing of equipment for the electrical and electronic auxiliary industries, as well as a leading national player in expert maintenance and installations.

To achieve this, we recognize that the people who are part of our project are the most decisive asset, the main competitive resource, and therefore, the key to success in fulfilling our mission, vision, and activities as an organization.

Consequently, the Human Resources Policy of **CEN Solutions** will focus on:

- ☞ Building a highly qualified, motivated team with a strong customer service orientation and identification with the Project (Mission)
- ☞ Ensuring our professionals become a differentiating factor, recognized by the market for their professionalism, qualifications, and trustworthiness through competence generation (Vision)
- ☞ Maintaining and developing an organizational culture that promotes and is based on:
 - 📌 Identification with the project, because the company generates value for all members of **CEN Solutions** (Identification and commitment)
 - 📌 Commitment to serving both internal and external customers by meeting or exceeding their expectations, which is the true measure of quality (Customer orientation)
 - 📌 Achieving results, which allows us to carry out our Mission in an economically and financially sustainable manner (Results orientation)
 - 📌 Doing things right the first time, enabling us to deliver our products and services within appropriate costs and timelines (Quality in work)
 - 📌 Effectiveness and efficiency, since we can adapt our organization, skills, and dedication to the changes demanded by the market (Adaptability and flexibility)
 - 📌 Teamwork, as **CEN Solutions** grows when its members grow (People development)

CEN Solutions is firmly committed to a Human Resources management policy based on competencies, aimed at achieving the company's strategic goals.

POLICY ON COUNTERFEIT, FRAUDULENT, AND SUSPECT ITEMS (CFSI)

Cuadros Eléctricos Nazarenos, under its commercial brand **CEN Solutions**, acknowledges the risks and concerns associated with the supply of counterfeit, fraudulent, and suspect items (CFSI), which may consequently be incorporated into our products. We understand that our customers require assurance that their suppliers have established processes to prevent this from happening.

CEN is committed to raising awareness among all employees, partners, and suppliers about the risks of CFSI. To protect our clients, we have implemented a comprehensive CFSI identification policy for all purchases made by the organization.

A counterfeit, fraudulent, or suspect material/item/component is one whose origin, age, composition, configuration, certification status, or other characteristic (including whether the material has been previously used) has been misrepresented in any of the following ways:

- ☞ Misleading marking of the material, labeling, or packaging.
- ☞ Misleading documentation
- ☞ Any other means, including failure to disclose information

To mitigate any risk, we have implemented several processes:

- 📌 Whenever possible, we will purchase directly from franchised manufacturers/distributors or suppliers who have been evaluated and approved under our quality system. We will only use suppliers who can demonstrate the quality and origin of the goods they supply to this company. To continuously verify supplier quality, we carefully monitor the ongoing performance of all suppliers using a variety of criteria, including rigorous inspection procedures, which are detailed in our UNE EN ISO 9001:2015 procedures.
- 📌 **CEN** CEN suppliers must adopt this policy, and it is mandatory that it be included as a point in the purchase order
- 📌 All materials and components are purchased according to agreed specifications
- 📌 All supplies are accompanied by certification, if requested, that is compared with the original purchase order
- 📌 All **CEN** employees involved in purchasing and receiving goods have been informed about the potential of CFSI and are familiar with the processes implemented to mitigate any risk
- 📌 Supplies are inspected for suspect items and validated against purchase specifications in accordance with a documented process

If any CFSI items are discovered within **CEN Solutions'** supply chain, we will immediately notify our customers so they can stop using those items and inform any other parties who may be using them.

These items must be quarantined and destroyed and must not be returned to the supplier to prevent them from re-entering the supply chain.

Our policy is available to all persons working on behalf of **CEN Solutions** and will be made available to interested parties upon request. This policy statement is also available on the **CEN Solutions** website.

NUCLEAR SAFETY POLICY

Cuadros Eléctricos Nazarenos, under its commercial brand **CEN Solutions**, operates in the market of equipment manufacturing and integration, expert maintenance, engineering, and services for specialized and industrial installations, providing global solutions to satisfy our customers, which are identified by the high level of quality and service offered. This is based on a commitment to knowledge, continuous innovation, the development of proprietary technology, and a commitment to energy efficiency and sustainable development. Working in a highly competitive market, CEN's senior management places a high priority on strategic management, customer satisfaction, work quality, continuous innovation, and environmental protection within the framework of sustainable development, striving to improve the effectiveness of products and services for our customers by providing safe and reliable products and services. Therefore, **we commit to:**

-  Acting to ensure, to the extent possible, that specific aspects related to the nuclear safety of projects meet or exceed the conditions of all necessary legislation and other project-specific requirements
-  Prioritizing safety, including nuclear safety, as the most important factor in our decision-making
-  Striving to design or minimize hazards through design or modification
-  Ensuring effective leadership and management of nuclear safety. Our leaders will demonstrate behaviors and commitments that reinforce high nuclear safety standards
-  Recognizing that everyone is responsible and accountable for nuclear safety, and we will hold ourselves and others accountable for meeting the highest standards of decision-making and behavior that are ethical, conservative, and technically informed in all our work, ensuring that these standards are understood and reinforced
-  Embracing organizational learning and continuous improvement
-  Ensuring that our directors, managers, and leaders at all levels focus the organization on achieving and maintaining high standards of nuclear safety and performance improvement
-  Vigorously pursuing solutions that present the least possible risk to life. This may require accepting more short-term risks to achieve long-term benefits
-  Ensuring that decisions at all levels affecting nuclear safety are rational, objective, transparent, and prudent
-  Adopting and using processes and principles that support nuclear safety in how we behave and interact with each other and with our stakeholders
-  If our processes are found to be inadequate, we will identify, mitigate, and work to correct them, learning lessons from both internal and external sources on a continuous basis
-  Improving leadership, organizational capacity, decision-making, and performance in nuclear safety
-  Actively engaging our workers and their technical knowledge and operational experience in developing plans and solutions
-  Maintaining effective processes, systems, and methods that incorporate international best technical and management practices and are global leaders in nuclear safety
-  Ensuring that our designated physical systems are robust, our procedures accurate, and our personnel highly trained, qualified, and experienced
-  Demonstrating an effective understanding of hazards, risks, and their control through a comprehensive and systematic safety assessment process supported by the preparation and implementation of safety cases
-  Ensuring that radiation risk control procedures are implemented so that these risks are as low as reasonably achievable, including risks from radiation-related accidents
-  Having effective emergency preparedness and response procedures
-  Delivering and maintaining a program (based on international, client, and regulatory best practices) to create awareness and embed a strong and effective Nuclear Safety Culture, covering both safety and protection behaviors for assigned employees and supply chain personnel

INFORMATION SECURITY, CYBERSECURITY, AND PRIVACY PROTECTION POLICY

Cuadros Eléctricos Nazarenos, through its commercial brand CEN Solutions, operates in the market for the manufacture of capital goods, expert maintenance, and industrial installations in the energy, industry, transportation, services, and communications sectors.

CEN has decided to implement an Information Security Management System with the aim of disseminating and consolidating its commitment to continuous improvement and compliance with the requirements established by the ISO 27001 standard, applicable legal and regulatory requirements, and the requirements established with customers.

This Management System, defined and developed in the Management Systems Manual and in the documents arising from its application, **is committed to:**

- ✎ Establishing the necessary work procedures and controls to safeguard the confidentiality, availability, and integrity of the information managed in the course of our activity, in strict compliance with the applicable information security requirements.
- ✎ Provide its services through qualified personnel with specific training in the service and its characteristics, guaranteeing the optimal level of security of the information handled. All of this, with the necessary and sufficient permissions for the performance of their duties.
- ✎ Establish and deploy, through the organizational chart, the motivations, functions, and responsibilities necessary to achieve our commitment to information security.
- ✎ Supervise suppliers with a significant impact on the services provided, and those suppliers with a potential impact on information security, in order to prevent them from negatively influencing our commitment to comply with the requirements of the management system.

The Management of **CEN Solutions** establishes these general principles that shape and model the management system and service provision, which all company personnel must be aware of and comply with in the performance of their activities.

Each year, specific objectives aligned with these general objectives are identified. Monitoring and achieving these objectives allows us to evaluate the effectiveness of the Management System and promote continuous improvement within the company.